



MARINE AVIATION LOGISTICS SQUADRON 31

CO's Policy on Equal Opportunity

May 2011



Marines and Sailors of MALS-31,

I am committed to ensuring this command is a fair environment where every Marine or Sailor has the opportunity to succeed regardless of race, creed, color, gender, religion, national origin, or sexual orientation. I expect every member of this squadron to share this commitment. My policy on equal opportunity is quite simple:

Our Marines and Sailors are national treasures on loan to us from America. They have earned the titles of *United States Marine* or *United States Sailor* and deserve the respect that comes with that distinction. I will not tolerate any behavior—physical, verbal, or mental—which removes the dignity of any of our Marines or Sailors...nor will you.

Treating others with dignity is what is expected of a member of the Naval Service. Our standards and core values of *Honor, Courage, and Commitment* will always come first and will not be compromised by the demands of our mission or other circumstances that arise in life. We will never waiver from doing the right thing and demonstrating impeccable character. We will also demonstrate integrity, in part, by being true to our Corps, the mission, our fellow Marines and Sailors, families, and ourselves. Our personal conduct, appearance, and professional skills must always reflect the highest in military virtues, remain consistent with Marine Corps lore, and always be above reproach. We shall epitomize what the American people have come to expect from their Navy-Marine Corps Team.

Marines and Sailors who are subject to any situation where their dignity is attacked or removed (hazing, initiation rituals, racists or supremacist behavior, fraternization, verbal or physical abuse, or any other form of harassment) have certain rights and responsibilities. These rights are outlined in MCO 5354.1D and MCO 1000.9A, but in short guarantee those who have a legitimate complaint to be able to report that complaint without fear of reprisal, ensures the command has the opportunity to rectify, remedy, or take appropriate action, before the complaint is elevated to higher authorities. For questions regarding equal opportunity or sexual harassment, please contact the MALS-31 Equal Opportunity Representative, a trusted member of the chain of command, or use the Equal Opportunity and Sexual Harassment Advice Line at (800) 253-0931 (DSN 882-2507).

The Marine Corps, and more specifically MALS-31, has no place for discrimination or harassment. It destroys a unit and combat readiness. We owe it to each other and the grunt on the ground who our aircraft support to ensure we treat Marines and Sailors like Marines and Sailors...nothing less.

Semper Fidelis,

WILLIAM C. GRAY

Lieutenant Colonel, U.S. Marine Corps
Commanding Officer, MALS-31